

## ALPHA EPSILON PI

Accreditation Report

2016-2017

### Leadership & Member Development

- Alpha Epsilon Pi leadership felt that newly elected executive board members weren't prepared to step into their role as the outlined responsibilities created by previous position holders were insufficient. The chapter created a structured schedule in which nominations, elections, and appointments will occur. This allows for mandatory meetings between incoming and outgoing leadership prior to new chapter leadership assuming their roles. The chapter also formalized documentation that can be given to each new position.
- Alpha Epsilon Pi chapter leadership hosts a summer leadership retreat where they review expectations, plan for the year, revisit previous goals, and have positional breakouts. The chapter also hosts a winter retreat in which leadership reestablishes expectations, discusses programming with a purpose, and revisits fall goals.
- The committee commends Alpha Epsilon Pi on their New Member Education plan. The chapter incorporates the fraternity's five values of perseverance, faith, mutual helpfulness, humility, and honesty in fun and interactive ways to illustrate how these values are reflected within the fraternity. The chapter also incorporates Lehigh's bLUeprint five foundations of student success into the new member education curriculum.
- The chapter noticed that the spring 2017 new member class was not connecting with the current members and decided to extend New Member Education by one week. The chapter felt that the extra week helped the new members bond with current members and appreciate the fraternity's values before initiation.
- Alpha Epsilon Pi sent members to national conferences. Two members attended Alpha Epsilon Pi 103rd International Convention and Alpha Epsilon Pi's Mid-Atlantic Conclave.
- The chapter Master, Ian Davis, attended Base Camp and will serve on the Interfraternity Council executive board as the Vice President for the 2017-2018 school year. Ian was also recognized as the Greek Man of the Year at the Fraternity and Sorority Life Awards.
- The chapter hosted conversations about Jewish identity and the nuances of cultural Judaism vs. religious Judaism. They also hosted a workshop with their faculty advisor called "Jews and Money" where they held conversations based upon the stereotypes of Jewish people. The committee commends the chapter on having these conversations and exploring various identities.
- Alpha Epsilon Pi fosters leadership through action. One member was heavily involved in spreading awareness of the North Dakota pipeline. This conversation was brought to the chapter and members supported the protest held on campus regarding this issue.
- The committee recommends that the chapter take advantage of campus resources in regards to leadership development. The committee also encourages members to be engaged with the Lehigh community in leadership positions such as Gryphons, Orientation Leaders, and Student Senate.

### Chapter Development Question for 2017-2018:

- **How does Alpha Epsilon Pi encourage its members to be more involved in leadership outside of the fraternity to positively influence the Lehigh community?**

In the area of **Leadership & Member Development**, the Committee rated Alpha Epsilon Pi to be an **Accredited Chapter**.

### **Organizational Operations**

- Alpha Epsilon Pi updated the constitution and bylaws to better facilitate organizational growth that is responsive to the chapter's needs. They created a chapter operations committee and a housing advisory committee. The Exchequer now has the power, with the Executive Committee's approval, to reallocate budgetary surpluses according to the chapter's needs.
- Alpha Epsilon Pi transition documents have been updated to include positional best practices as well as areas for improvement. This helps new leadership get acclimated and prepared for the position.
- Alpha Epsilon Pi is a non-residential fraternity. The chapter created an off campus housing plan, and a housing advisory committee to assist with members' housing needs. The Vice President worked with the housing advisory committee to modify the system to accommodate for the early lease signing deadlines and a growing desire for more autonomy in selecting houses and housemates.
- Alpha Epsilon Pi's Exchequer manages the chapter finances. The chapter budget consists of chapter dues, activity fees, and parlor dues. The chapter continues to use QuickBooks online to track the fraternity's finances and provide transparency across the entire brotherhood.
- The chapter uses the six qualities of the ideal brother in order to identify potential new members. These six qualities are appreciation for Jewish life, drive for success, well roundedness, on-campus engagement, personality, and espousal of Alpha Epsilon Pi's five core values. The six qualities of the ideal brother highlights the fraternity's commitment to values based recruitment and recruiting high quality men. The committee commends the chapter on being able to identify the traits they look for in potential new members.
- Alpha Epsilon Pi mentioned numerous short and long term goals the chapter is working towards which the committee commends. The committee suggests that chapter ensures they understand the difference between goals and objectives and that the goals are measurable.
- Alpha Epsilon Pi wanted general members to be more involved in new member education. This aimed to increase excitement for the new member class and expose new members to perspectives beyond the new member educator.
- The committee recognizes that some chapter goals correlate to the chapter's size and time on campus. The committee encourages the chapter to consider adjusting goals as the chapter grows in size.

### **Chapter Development Question for 2017-2018:**

- **How can Alpha Epsilon Pi seek feedback and track progress to measure the chapter goals?**

In the area of **Organizational Operations**, the Committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

## Community Service & Engagement

- Alpha Epsilon Pi had no incidents that required a meeting with the Office of Student Conduct & Community Expectations. The committee acknowledges this, and encourages the chapter to continue this best practice.
- The chapter engages with the organization Challah for Hunger. Challah for Hunger is a community service organization that bakes and sells challah in the University Center and donates its proceeds to both Mazon: A Jewish Response to Hunger and Meals on Wheels of the Lehigh Valley. Challah for Hunger also helps promote Jewish life on campus.
- The chapter participates in weekly Shabbat dinners. At these dinners, brothers engage in prayer, reflection, songs, and discussions pertaining to the member's experiences as students, young Jewish men, and brothers. The brothers also host Shabbat dinners at the Jewish community center.
- Alpha Epsilon Pi worked to better engage with alumni. The scribe creates a semesterly newsletter which provides alumni with updates regarding the chapter. The chapter also hosted a Lehigh-Lafayette tailgate to socialize with alumni. Alumni also provided members with industry insights, tips for building a resume, interviewing, recommendations for standing out, and advancing their careers as part of a panel and networking event. The committee commends Alpha Epsilon Pi for their strong alumni engagement.
- Alpha Epsilon Phi engages in various philanthropic and community service efforts. Some of these include the Hoops for Heroes Basketball Tournament, Alpha Phi Phiesta Bowl, Relay for Life, Adopt-A-Family, and engaging with the Jewish Relief Agency with other Alpha Epsilon Pi chapters.
- Alpha Epsilon Pi worked with Pi Beta Phi to coordinate the event, "AEPiPhi Gives You Wings." Members of the organizations worked with restaurants to provide wings to sell after the Lehigh-Lafayette football game. This was the first time Alpha Epsilon Pi cosponsored a philanthropic event with another organization and hopes to continue this practice in the future.
- Alpha Epsilon Pi has a code of conduct that highlights the expectations of chapter members. The chapter used Lehigh's code of conduct as a baseline for creating the chapter's code. The committee commends Alpha Epsilon Pi for the chapter code of conduct, and considers this a best practice.
- Alpha Epsilon Pi's Social Director wanted to expand his role beyond planning events with sororities. The Social Director focused on training brothers around responsible risk management practices and providing opportunities for members to become aware of on-campus resources. The committee commends the social chair for considering multiple dimension of his role.

### Chapter Development Question for 2017-2018:

- **How can Alpha Epsilon Pi partner with the Community Service Office to develop a comprehensive approach to service and philanthropy?**

In the area of **Community Service & Engagement**, the Committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

## Academic & Intellectual Advancement

- Alpha Epsilon Pi was ranked fifth out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.215, an increase of .12731 from the spring 2016 semester. The 3.215 GPA placed the chapter above the All Fraternity average.
- Alpha Epsilon Pi was ranked first out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.24, an increase of .025 from the fall 2016 semester. The 3.24 GPA placed the chapter above the All Fraternity and All Greek average.
- Alpha Epsilon's spring 2017 new member class GPA was 3.43 ranking first out of 17 Interfraternity Council chapters.
- Alpha Epsilon Pi had 30% of the chapter on the Dean's List in the fall 2016 semester and 32.4% on the Dean's List in the spring 2017 semester.
- Alpha Epsilon Pi chapter leadership and the Alumni Board of Advisors created a scholarship funded by the chapters Programming and Education account entitled the "AEPi Sigma Eta Excellence Award." The chapter created the award to encourage members to have greater participation within the fraternity and campus community, to recognize members who go above and beyond in bettering the chapter, and praise members that utilize Alpha Epsilon Pi as a platform to create a positive impact in the Lehigh and Bethlehem community.
- Alpha Epsilon Pi has a strong relationship with their faculty advisor, the Director of Jewish Student Life. Chapter leadership meets once a month with the faculty advisor to discuss the chapter's overall progress as well as opportunities for involvement in the greater Lehigh Valley. The faculty advisor also engages with the fraternity by having a role in the chapter's Academic Success Plan and leading brotherhood discussions on topics pertaining to young Jewish life.
- The chapter updated the academic plan to focus more on early intervention, showing support to peers, and encouraging members to seek out university resources when necessary. The academic plan has four tiers. Tier three are members with a 2.5 or lower, tier two are members between 2.51 and 2.74, tier one are members between 2.75 and 2.99, and the Academic Order of the Lion are members who receive a 3.0 or higher. The committee commends the chapter on the improved academic plan, but suggests reviewing the GPA's for the tiers as well as adding a tier for those who make the Dean's list.
- Alpha Epsilon Pi implemented the Civic Advisor's Program. This program pairs members with selected high achieving older members to help motivate and guide academic development. The chapter attempted to pair one on one partners in the fall semester, but seeing that one on one's were not successful, moved to small groupings.
- The chapter supported members with various professional development opportunities. The Center for Academic Success facilitated a LinkedIn workshop where members created a LinkedIn profile to connect with other brothers and alumni. Following the LinkedIn workshop, the chapter utilized alumni to review resumes.
- The chapter encourages members to share academic successes for the week during chapter meetings. Those that do are entered into an academic lottery to win prizes. The chapter's Civic Leadership Director acknowledges accomplishments outside of academics such as attending university events or volunteering at other organizations' events.
- The committee commends the chapter's relationships with their faculty advisor, chapter advisor, and alumni advisor. The committee believes that the chapter can improve in utilizing and incorporating Lehigh resources into current chapter planning and operations. For example, to assist with the chapter's Academic Success Plan, the committee suggests meeting with faculty in various majors represented among the membership.

### **Chapter Development Question for 2017-2018:**

- **How can Alpha Epsilon Pi incorporate campus resources to develop high achieving members?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Alpha Epsilon Pi to be an **Accredited Chapter**.

### **Overall Rating**

**Overall, Alpha Epsilon Pi has been rated an Accredited with Excellence chapter by the 2016-2017 Accreditation Committee.**

Alpha Epsilon Pi completed a lot of work to enhance chapter operations. The chapter does many things well, including their commitment to the Jewish community and academic plan, both of which the committee commends. Alpha Epsilon Pi is a model chapter within the fraternity community. Alpha Epsilon Pi is a consistently high performing chapter and the committee warns the chapter to avoid complacency. As the chapter progresses, the committee hopes to see the chapter continue to execute and share best practices. The committee is looking forward to seeing the chapter incorporate additional campus resources and continue the momentum that makes Alpha Epsilon Pi an exceptional fraternity.

**The Accreditation committee assigns Alpha Epsilon Pi an overall rating of Accredited with Excellence, which exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!**

### **Chapter Development Questions**

- How does Alpha Epsilon Pi encourage its members to be more involved in leadership outside of the fraternity to positively influence the Lehigh community?
- How can Alpha Epsilon Pi seek feedback and track progress to measure the chapter goals?
- How can Alpha Epsilon Pi partner with the Community Service Office to develop a comprehensive approach to service and philanthropy?
- How can Alpha Epsilon Pi incorporate campus resources to develop high achieving members?

### **Best Practices**

- Alpha Epsilon Pi had no incidents that required a meeting with the Office of Student Conduct & Community Expectations. The committee acknowledges this, and encourages the chapter to continue this best practice.
- Alpha Epsilon Pi has a code of conduct that highlights the expectations of chapter members. The chapter used Lehigh's code of conduct as a baseline for creating the chapter's code. The committee commends Alpha Epsilon Pi for the chapter code of conduct, and considers this a best practice.